



# **INITIATIVE WOMEN INTO LEADERSHIP E.V.**

INFORMATION PACKAGE

# OUR MISSION & PROMISE

- The Initiative Women into Leadership e.V (IWIL) has been established in November 2017
- IWIL is a Cross-Mentoring program to bridge the gap in leadership development for women.
  - Exclusive and sustainable network for women **at top level**
  - **Broad exchange of experience** beyond corporate mainstream
  - Promote diversity, drive innovation, and enable female leadership. We deliver a proof point for top management that a **career through the ranks is tangible**
  - It addresses the challenge of developing female leadership at the highest corporate levels.
- **Collaborative efforts** with member companies and leaders from diverse sectors.
- Personal mentorship by distinguished figures from the economy, culture, media, science, medicine, society, and more.
- Ongoing commitment to empowering more female talents to advance in their careers.
- Invitation for interested companies and individuals to engage with the program for further information and participation.

# OUR BOARD



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Chairwomen of the  
Executive Board



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Daghles**

Vice Chairwomen



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Management



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Albers-Malkus**

Program &  
Communication  
Management



**Nicole  
Riggers**

**Relationship  
Management**

# OUR TEAM



**Jasmin Renelt**

*Office Management*  
+49 151 27 252 653  
initiative@iwil.eu



**Tatsiana Suermann**

*Events & Office Coordination*  
+49 160 924 347 40  
initiative@iwil.eu



**Jasmin Biesenroth**

*Communications & Events*  
+49 160 95 039 492  
communications@iwil.eu



**Nina Sindermann**

*Presse & Communications*  
presse@iwil.eu



**Karolina Spocinska**

*Office Assistant & Communications*  
info@iwil.eu



**Saskia Leininger**

*IWil Spokesperson*  
+49 172 5369 555  
presse@iwil.eu

# ADVISORY BOARD



**Daniel  
Kapffer**  
CFO  
DekaBank



**Matthias Schellenberg**  
CEO  
Deutsche Apotheker- und  
Ärztebank



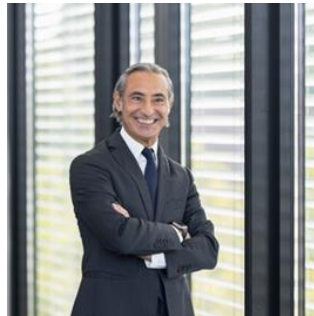
**Melanie  
Wiese**  
CFO  
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Beteiligungs AG



**Jacqueline  
Harvey**  
Regional Director  
China and Hongkong  
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CEO  
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**Vito  
Volpe**  
CEO  
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# OUR PURPOSE & TARGET GROUP

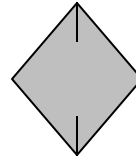
- **Cross-Mentoring program aimed at elevating female talents to top management roles.**
  - Facilitates experience sharing with established leaders across industries and disciplines.
  - Encourages personal and meaningful dialogue beyond company boundaries.
  - Seeks to fill the gap in development programs for women at the 1st and 2nd management levels.
  - Asserts that women at these levels are integral to a company's economic success.
  - Champions diverse management as a pathway to greater corporate success.
  - Dedicated to increasing the representation of women in mid-to-upper management.
  - Targets and prepares identified female talent for their next professional advancement.
  - Offers a unique and enduring network for women at high management levels.
- **Your Benefit:**
  - Provides access to an exclusive network for broad experience exchange.
  - Matches mentees with accomplished mentors from major corporations for guidance.

# QUALITY GATEWAYS

- **Live Matching** by the means of speed dating (30 minutes à 2 rounds)
- **Mentoring Guidelines / Letter of Intent** to be signed by both parties
- **Letter of Commitment / Letter of Engagement** to be signed by Mentor/Mentee
- **Regular check-up calls** by Matching Committee / IWiL Board
- **Monthly Mentor / Mentees zoom** calls to share best practices / issues identified
- **Min. of Six personal/digital meet-ups** of the tandems per year
- **Mandatory networking events**, Kick Off, IWiL Summit, IWiL Graduation Ceremony
- **Evaluation** of the mentoring tandem

# OUR MEMBERSHIPS: PERSONAL MEMBER

One-Time Admission Fee:  
100 €



Annual Fee:  
100 €

- Opportunity **to become a mentor**
- Proactive involvement in creating a diversified leadership team, decreasing internal barriers to diversity.
- are highlighted as exceptional executives with a true cause and by doing this, we promote their visibility beyond established leadership roles
- Regular engagement with the network through quarterly **membership calls or mentor calls** for strategic updates and support.
- Inclusion into all events and networking opportunities



# 3 – PILLAR-CONCEPT

Member Companies	Mentors	Mentees
<ul style="list-style-type: none"> <li>▪ are represented by top-level management participating as mentors</li> <li>▪ annually nominate female executives into IWIL Mentee-Pool</li> <li>▪ systematically develop their own high potentials</li> <li>▪ present themselves internally and externally as an attractive employer and systematically tie up their talents</li> <li>▪ get own organisation engaged and reduce internal resistance for a more diverse leadership team</li> <li>▪ comply better to the new ESG standards and respond adequately to the call for more diverse leadership from the capital markets</li> </ul>	<ul style="list-style-type: none"> <li>▪ accompany female executives by sharing personal experiences and questions with the mentees</li> <li>▪ issue a statement for women in leadership positions through their membership</li> <li>▪ are part of an exclusive cross-company network and render support on personal level</li> <li>▪ get valuable external feedback by the means of reverse mentoring</li> <li>▪ are highlighted as exceptional executives with a true cause and by doing this, we promote their visibility beyond established leadership roles</li> </ul>	<ul style="list-style-type: none"> <li>▪ are offered a tremendous opportunity to become part of an exclusive network and get personal access to top personalities by being nominated in the IWIL-program</li> <li>▪ issue a statement for women in leadership positions through their membership and are part of an exclusive cross-company network</li> <li>▪ bring up questions, topics and specific concerns in the meetings and actively use the suggestions, opportunities and contacts offered</li> <li>▪ gain internal and external visibility through press coverage helping them succeed in the organization</li> </ul>

# OUR PROCESS

## How do we get women in leadership?

Through our innovative and sophisticated hybrid (digital & live) matching process, we match mentees with an individual mentor who is suitable for the mentee's needs and wishes.



Since trust is an important factor in mentoring relationships, the mentees can indicate who they would prefer as a potential mentor.



To fully satisfy everyone's expectations, mentors and mentees pledge confidentiality and, in a signed 'letter of intent', specify the form of communication (telephone, in person, via skype), the number of meetings, expectations, and goals.

# OUR PROCESS

The mentees are pre-selected by the corporate member organization.

Personal Interviews with possible mentees, IWIL Board and our Matching Committee who will ultimately decide who will make it into the mentee class.

Two live-matching rounds a 30 minutes at the Kick Off event between each mentee/mentor tandem.

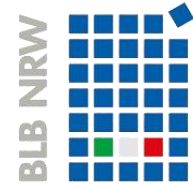
Once individual feedback is collected by mentees & mentors is collected, the final tandem will be assigned by the IWIL board.

Mentoring Duration of 12 Months: March to 28th of February

# LETTER OF COMMITMENT (MENTOR)

- Commitment to act as **a mentor** in the Initiative Women into Leadership e.V. cross-mentoring program.
- Minimum of **6 in-person mentee meetings** within the mentoring year.
- Active involvement in scheduled **mentor calls**.
- Adherence to **mentoring guidelines**.
- Organization of **triangle talks** involving the mentee and their company.
- **Check-Ins with the IWIL Board** to discuss the mentoring process and quality.
- Focus on **career advancement** within the mentee's current company.
- Termination of tandem mentorship for the year if mentee resigns during the mentoring year.

# SELECTED MEMBER COMPANIES



# DO YOU WANT TO TAKE THE NEXT STEP?

If you feel inspired by our initiative and would like to become part of it as a corporate member or top personality, we look forward to hearing from you. We would be very happy to engage into a first discussion with you and introduce you to IWIL in detail.



*Events & Office Coordination*  
**Tatsiana Suermann**

+49 160 92434740

[initiative@iwil.eu](mailto:initiative@iwil.eu)



*Communications & Events*  
**Jasmin Biesenroth**

+49 160 95039492

[communications@iwil.eu](mailto:communications@iwil.eu)